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Opportunity Profile

President & Chief Executive Officer

Location: Calgary



About the Alberta Children's Hospital Foundation

<https://www.childrenshospital.ab.ca>

The Alberta Children's Hospital Foundation ("ACHF") proudly serves as the primary charitable fundraising organization for the Alberta Children's Hospital and Child Health & Wellness Research at the University of Calgary. We also partner with Alberta Health Services and other agencies to support community-based child health initiatives across Calgary and throughout Alberta. Over the past decade, we have invested more than \$300 million to advance care and research at the hospital, University of Calgary, Rotary Flames House and The Summit: Marian & Jim Sinneave Centre for Youth Resilience.

Child health specialists and researchers in Calgary are redefining what's possible for sick and injured kids in our community and beyond. Every discovery, every new treatment and every cure begins with our generous community of donors.

In 2024-25, the ACHF raised \$55.1million. These donations catalyze initiatives that save and change children's lives. Each year, we invest millions in the critical programs, advanced technology, and expertise needed to ensure even the most severely ill and injured children receive world-class, compassionate care. At the same time, we provide the resources and unique programming needed to nurture kids' spirits, helping them cope with their experiences and make their hospital stays as enjoyable as possible. Through investments in research, we also enable scientists to develop new treatments and better cures to benefit kids today and in the years to come.

At ACHF, we are deeply committed to the highest standards of accountability, transparency and governance. With over \$300 million in assets under management, we ensure responsible stewardship of these restricted and endowed funds. Our team stays true to ACHF's ICARE values – Integrity, Collaboration, Authenticity, Respect and Excellence – in everything we do. These values guide our relationships with donors, partners, the community and each other, as we work together to ensure the healthiest futures for all children.

Our Vision

Best health, best future for all children and families.

Our Mission

To inspire our community to invest in excellence in child health, research and family centred care.

ICARE Values Updated June 2023

Values are fundamental principles and beliefs that serve as implicit criteria guiding all actions and decision-making. Individually and collectively, we embrace these values to enrich our engagement with donors, partners, the community and each other.

INTEGRITY: Our success is rooted in our credibility and shared accountability.

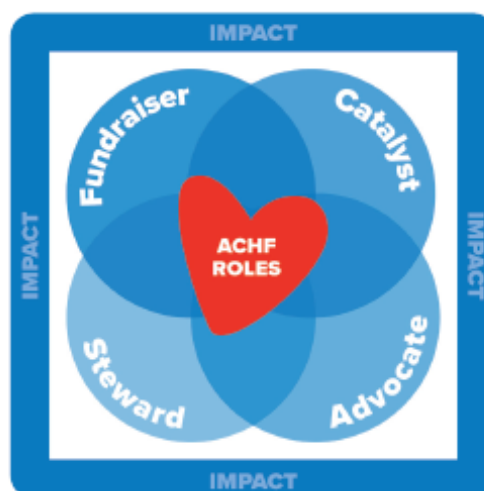
COLLABORATION: We strategically work together as a team, with our stakeholders and the community to catalyze meaningful advancements in child health care and research.

AUTHENTICITY: We maintain a culture of trust by being open, transparent, inclusive and responsible in our communications and actions.

RESPECT: We embrace and pursue diversity in people and perspectives.

EXCELLENCE: We hold ourselves to the highest standards. We go above and beyond in our service to donors, partners and each other.

Beyond our primary role as fundraisers for child health and research, we have established a strong voice with our partners and donors as catalysts and advocates accelerating and amplifying critical investments to ensure kids and families in our community benefit from the very best. Encompassing those roles, we serve as faithful stewards of the resources, relationships and reputation we enjoy as a result of representing the interests of children and families. And that by stewarding those well, we will undoubtedly have a remarkable impact on their health and wellbeing now and in the years to come.



2023-2026 Objectives



President & Chief Executive Officer

With our Strategic Plan providing the framework, the Alberta Children's Hospital Foundation (ACHF) is focused on the advancement of children's health and wellness in Alberta and beyond. The President & Chief Executive Officer (CEO) demonstrates commitment to the vision and mission of the ACHF, provides visionary leadership and carries the overall responsibility for the execution of the strategy through effective operations, administration, technology, fundraising and financial management of the organization. The CEO mobilizes and leverages a team of high-performing leaders, staff and volunteers, working collaboratively to enhance ACHF's role as fundraisers, catalysts, advocates and stewards, in order to accelerate and amplify the critical investments that align with our vision: "Best health, best future for all children and families".

Reporting to an engaged Board of Directors, the CEO works closely with the Senior Leadership team to develop and execute the strategic plan as well as the annual budget and business plan, ensuring compliance with laws and regulations, while delivering operational excellence. The CEO is accountable for the organization's enterprise risk management and inspiring the direction for the ACHF's future digital and technology landscape.

In addition, the CEO is the primary ambassador and chief spokesperson for the ACHF, acting as the public face representing the ACHF to government, key stakeholders, partners, other agencies, members of the community, civic organizations, the media, donors, supporters, and the general public. The CEO is the principal steward of our brand, growing and protecting ACHF's reputation, demonstrating the Foundation's impact, building community presence, and developing relationships with community leaders in support of the strategy and vision.

The CEO must inspire vision, confidence, and enthusiasm among donors, sponsors, partners, and the broader community. This role requires exceptional communication skills in order to articulate the mission and impact of the organization in ways that engage and resonate with diverse audiences. The CEO will lead with authenticity, foster trust, and maintain a visible and consistent presence that reinforces the Foundation's brand, reputation, and values.

Stepping into the role of CEO following a longstanding leader will require a blend of strategic vision, management, operational and governance acumen, emotional intelligence, relationship building abilities and adaptive leadership. The new CEO must be able to build trust among donors, staff, Board members and stakeholders while building on their predecessor's legacy. They should be skilled in change management, balancing continuity with innovation to inspire confidence during a period of transition. A collaborative and authentic approach is essential, along with a clear commitment to mission impact, relationship-building, and operational excellence.

Directly reporting to the CEO are:

- VP Communications
- VP Digital Transformation & IT
- VP Development (2)
- VP Finance
- VP, Human Resources & Workplace Operations
- VP Marketing
- VP Strategic Partnerships
- Senior Board Affairs & Relations Officer
- Senior Executive Assistant



In addition to the Board of Directors, the CEO works closely with the Committees of the Board which include:

- Executive Committee
- Finance & Audit Committee
- Funding Priorities Committee
- Governance Committee
- Investment Committee

Key Responsibilities

Fund Development

- Champion a culture of philanthropy across the organization and the Board, driving and elevating fundraising outcomes.
- Collaborate with the team to strategically cultivate, solicit and steward major and transformational gifts – transforming relationships into compelling fundraising opportunities and long-term support.
- Engage with all channels of fundraising to support the depth and breadth of community philanthropy, ranging from community initiatives and events to planned giving, annual giving and major and principal gifts.
- Collaborate with the team to engage, participate and support the deep community connections through the Foundation’s signature events, third party events and corporate partnerships.
- Engage in meaningful, ongoing connections to build and strengthen key donor relationships with a view of advancing ACHF goals, fundraising support, and investment.
- Ensure the continuous development of high-quality, innovative fundraising, stewardship programs and donor journey mapping, while overseeing strategy development, implementation, and performance monitoring.

Strategic Management

- Partner with the Senior Leadership Team and Board of Directors to develop and drive multi-year strategic plans and organizational goals that align with the mission and vision.
- Collaborate with the Executive Team to define, refine and execute both short and long-term strategic objectives, ensuring agility and alignment across all levels of the organization.
- Lead and mentor the Executive Team in the execution of a strategy to achieve optimal leadership, management, development and succession planning. Model and promote highly effective team leadership, ensuring delegation of authority and responsibilities as appropriate. Champion initiatives to recruit, retain and develop high-performing leaders, building a resilient and future-ready organization.



Operational Leadership

- Work with the Senior Leadership team to develop and execute the annual operational plan, ensuring collaboration with staff and alignment with strategic priorities.
- Continue to inspire a high performing team, foster a culture of excellence, and ensure strategies and systems are in place to attract and retain the top talent needed to achieve strategic results.
- Oversee the fiscal integrity of the organization, with full accountability for compliance, reporting, and adherence to Board policies and legislative requirements.
- Maintain full awareness of the complete financial, statistical, and accounting records of the organization. Ensure financial reporting obligations to stakeholders are satisfied.
- Drive performance to meet annual budget targets while managing operating expenses.
- Evaluate organizational capacity and resource needs to execute strategic goals and achieve targets.
- Accountable for finance and investment management.
- Accountable for risk management
- Provide critical leadership, guidance and direction to evaluate the effectiveness of current fundraising programs, marketing initiatives, operational plans, processes and policies. Direct their development, improvements, action plans, and execution as required to further strategic objectives and maximize impact.
- Provide leadership in the evolution of ACHF's digital strategy, acting as a champion for digital transformation, data and technology initiatives that support ACHF's strategic goals and ensure we are well positioned for today and the future.
- Foster a high-performance culture through clear policies, effective communication and strong leadership across all levels. Ensure appropriate forums and mechanisms for communication at all levels of the organization.

Board Governance

- Act as the principal resource for the Board of Directors and the Committees of the Board, providing guidance and support as appropriate, and leveraging their expertise to inform key decisions.
- Ensure a robust governance framework is in place, including clear principles, policies and practices to support effective Board oversight.
- Work in partnership with the Executive Committee to communicate and execute growth strategies, seeking strategic advice on key issues.
- Provide executive leadership on the development, establishment and communication of policies/practices designed to support the Foundation's Vision, Mission and Values.

Stakeholder Relations and Partnerships

- Serve as the lead ambassador and chief spokesperson, representing ACHF to donors, supporters, government, regulatory bodies, key stakeholders and partners, other agencies, community and civic organizations, the media and the general public.
- Foster a mutually supportive relationship between ACHF, the Hospital and its Senior Leadership Team, ensuring alignment with ACHF's child health funding priorities.
- Build and nurture strategic and collaborative relationships with government to advance partnership opportunities in support of child health priorities, needs and transformative initiatives.
- Partner with the University of Calgary, Alberta Children's Hospital/Alberta Health Services and the new provincial health agencies, to further the advancement of child health research, education and care.

The Person

- Proven commitment to service and organizational values, inspiring and motivating others in order to achieve objectives.
- Collaborative in approach. Includes employees and other relevant stakeholders in planning, decision making, facilitation and process improvement.
- Unwavering integrity, ethics and a strong sense of accountability.
- Ability to get things done using wisdom and good judgement.
- Thoughtful approach to management that includes the courage and flexibility to shift directions as required and explore new ideas and innovative approaches that support the long-term objectives of the organization.

Skills, Abilities, and Competencies

- Relevant post-secondary degree with a minimum of 10 years of experience in a strategic, senior leadership role in a similar organization. An advanced degree that complements the role and qualifications (MBA or equivalent) would be considered an asset. Suitable combinations of education and experience will be considered.
- Depth of experience as a senior leader in a non-profit, post-secondary, or similar organization with demonstrated effectiveness collaborating with volunteers and boards. Well-developed understanding of governance requirements for charitable organizations and current knowledge of issues, trends and innovations in the sector.
- Demonstrated knowledge, capability, and accountability in fundraising for a charitable cause, public relations and marketing, organizational and strategic planning and human resource management.
- Experience in developing long-term relationships and partnerships coupled with a successful track record of unifying diverse interests, generating resource and financial support and increasing philanthropic support.

- Ability to champion and articulate an inspiring vision for the organization. Demonstrated analytical and strategic skills, with experience using data to support decision-making, develop persuasive storytelling and case statements, and create strategic plans.
- Excellent business acumen with a track record of growing revenue in a non-profit or post-secondary organization or business. Financial and strategic insight and comprehension with the ability to connect strategic perspective and financial performance. Experience completing a successful multi-year initiative that may include a transformative revenue growth plan or capital campaign.
- Proven ability to recruit, mentor, lead, and develop a diverse staff complement with a track record of building inclusive, high-performing and dedicated teams. Decisive in setting priorities, delegating responsibilities, assuring accountability and allocating resources to deliver results.
- Focused on excellence with demonstrated success in establishing clear and challenging goals, balancing financial prudence with innovation and calculated risk-taking, while committing the organization to improved performance. Strong track record building systems, benchmarking and leveraging data insights to evolve systems and drive outcomes.
- Naturally connects and builds strong relationships with internal and external stakeholders, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively. A compelling public speaker with experience establishing trust and collaborating with senior leadership, the Board, community partners, donors, and other key stakeholders.
- Authentic and equitable in approach, acting with integrity and a sense of curiosity. An active listener with the humility to seek support and direction from others. A true team player who is grounded in the vision and mission, agile and excited by the ability to continuously learn new things in a dynamic environment.
- An open communication style that seeks, acknowledges and considers the perspectives of others, creating an environment of consultation and collaboration, while enabling divergent points of view to guide decisions and mobilize others to deliver on strategic priorities.

Compensation

A competitive compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

Express Your Enthusiasm

Leaders is committed to supporting diverse working environments. We seek applicants who will strengthen our commitment to diversity, equity and inclusion. We strongly encourage qualified candidates from Indigenous, Black and other racialized communities, 2SLGBTQI+ people, individuals with disabilities and other members of marginalized communities to apply for our roles.

Please email a compelling cover letter and tailored resume to **Shalini Bhatti, Allan Nelson** or **Chelsey Howarth** at **apply@leadersinternational.com** indicating the job title in the subject line of the email.

Leaders Executive Search

www.leadersinternational.com